



Presented by:

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Background

■ The DLA Supervisory Training Vision:

“To ensure DLA Supervisors have access to, and avail themselves of, the highest quality education and training - learning tailored to their needs and delivered cost effectively, at the right time, right place”

■ DLA Supervisory Working Group

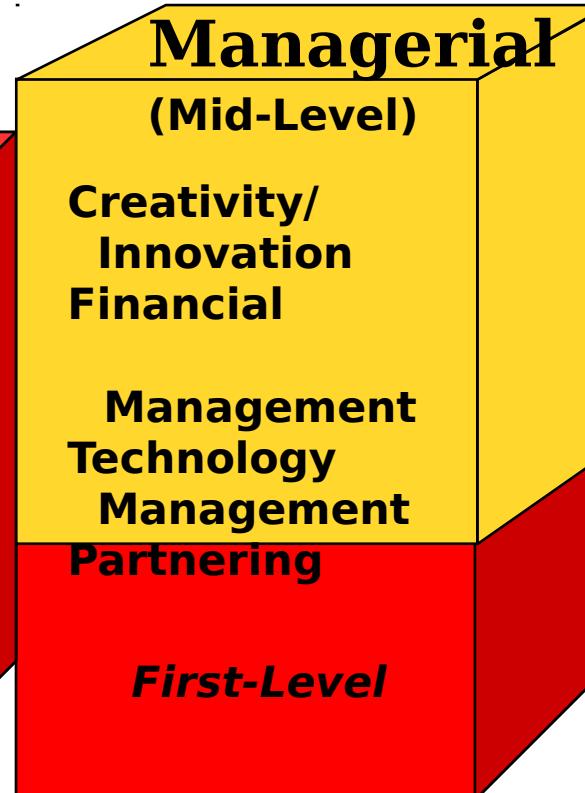
Updating Supervisory Training

- » Competency-based approach -- based on OPM's 27 Leadership Competencies
- » DLAR 1430.13 being revised
- » Identifying alternative methods for addressing competencies



Tier Framework for Leadership

* competencies required for probationary supervisors



Basic Leadership Competencies

Flexibility
Resilience
Service Motivation

*Continual Learning
*Integrity/Honesty
Decisiveness

*Oral Communication
*Written Communication
Interpersonal Skills



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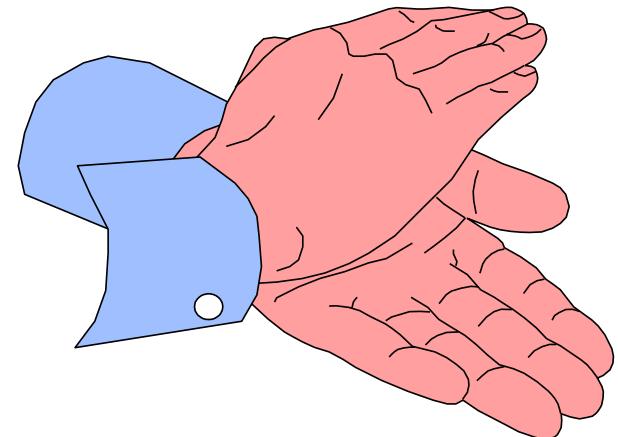
DLA Supervisory Training

- Phase I: Competencies required for Probationary Supervisors (less than 12 months)
- Requirements
 - IDPs required w/in 30 days of appointment
 - Human Resource Management Course
 - » Mandatory -- 40 hour, residential course -- required within first 12 months of appointment
 - » Includes **civilian and military** supervisors
 - Leadership Assessment Tool -- use to help assess developmental needs -- not performance appraisal
 - Matrix of resources available for other competencies



HR Pilot Class Offering

- First class -- June 21 - 25, 1999 -- completed!!!
 - Great reviews
 - Taught by vendor
 - Hosted by DCMDW, audience made up of DCMC supervisors
(20 civilian, 5 military)
- Topics covered:
 - HROC Regionalization
 - Employee Relations
 - Labor Management Relations
 - Employee Benefits
 - Safety & Health Modules
 - EEO
 - Classification/Position Management
 - Recruitment & Staffing
 - Training & Development
 - Awards





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Phase II

■ Phase II: Other Competencies (probationary & experienced supervisors)

Alternative Sources

- » DLA Virtual Library
- » Focus on methods other than classroom
 - ◆ make use of DLA's Satellite Network

CBT on HR for experienced supervisors

Continuous Learning Requirement for all

- » proposal -- 40 hours every 2 years, including leadership development



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What's Next?

- Group reviewing requirements and developing schedules of locations & students
- HROC Home Page -- Supervisory Development -- Under Construction
- Next class --- October 4-8, 1999
Hosted by DCMDE
New topic: **Military Personnel Management**

Course Code:
H/HRPM

